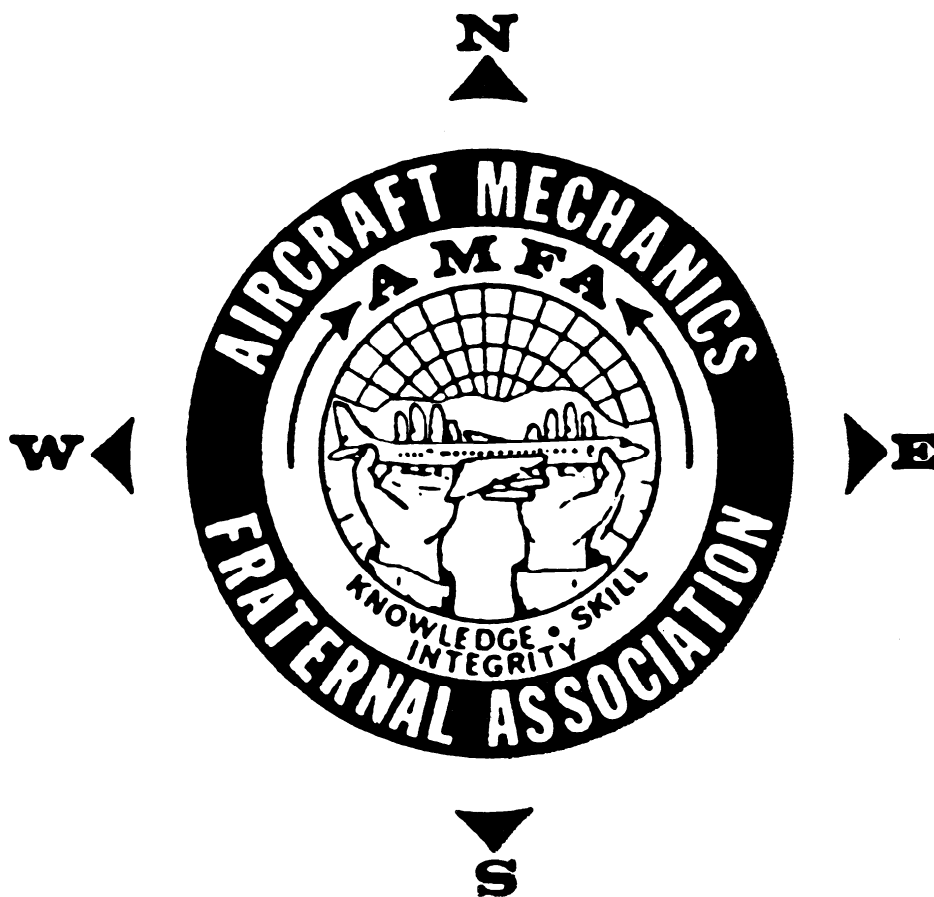


# AIRCRAFT MECHANICS FRATERNAL ASSOCIATION



## LOCAL 14 BYLAWS



**AIRCRAFT MECHANICS FRATERNAL ASSOCIATION  
LOCAL 14 BYLAWS**

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**TABLE OF CONTENTS**

OFFICER OATH	1
PREAMBLE	2
ARTICLE I: JURISDICTION	3
ARTICLE II: LOCAL EXECUTIVE COUNCIL	4
ARTICLE III: DUTIES OF LOCAL OFFICERS AND REPRESENTATIVES	6
ARTICLE IV: ELECTION OF LOCAL OFFICERS & REPRESENTATIVES	11
ARTICLE V: MEETINGS	16
ARTICLE VI: MEMBERSHIP AND DUES	18
ARTICLE VII: SALARIES	20
ARTICLE VIII: LOCAL FINANCES	21
ARTICLE IX: COMMITTEES	23
ARTICLE X: GENERAL	25
ARTICLE XI: AMENDMENTS	26



1

**OFFICER OATH**

2 I pledge on my honor to abide by the Constitution of the Aircraft Mechanics Fraternal Association and the  
3 rules and bylaws of Local 14; to discharge all my commitments, duties, and obligations to my union,  
4 fellow workers, and employer faithfully; and to conduct myself at all time as becomes a member of this, a  
5 professional skilled Association.

1 **PREAMBLE**

2 SECTION 1: **Technician Standards** – Aircraft Technicians are highly skilled and responsible  
3 individuals with a public trust, and we shall continually strive for higher standards in  
4 aircraft maintenance, servicing, and handling in the interest of public safety and the  
5 industry.

6 SECTION 2: **Technician’s Pledge** – With the above principles in mind, we pledge ourselves to uphold  
7 the basic doctrines of craft unionism, to recognize individual seniority rights of members,  
8 and to protect and elevate our profession through a strong unification of our members  
9 within an independent, skilled craft association.  
10

1

**ARTICLE I: JURISDICTION**

2 SECTION 1: This organization shall be known as Local 14 of the Aircraft Mechanics Fraternal  
3 Association.

4 SECTION 2: Local 14 shall have jurisdiction over the territorial area as prescribed by the National  
5 Executive Council and the Local charter.

6 SECTION 3: Current Member Airlines (as of December 2013)

7 1. Alaska Airlines

1 **ARTICLE II: LOCAL EXECUTIVE COUNCIL**

2 SECTION 1: There shall be a Local Executive Council (LEC) comprised of:

- 3 1. President
- 4 2. Vice President
- 5 3. Secretary
- 6 4. Treasurer
- 7 5. Safety and Standards Chairman
- 8 6. Up to two (2) Executive Officers at Large (if required)

9 SECTION 2: The Local Executive Council (LEC), shall be vested with and carry out the duties and  
10 responsibilities, as outlined in the AMFA Constitution and these Bylaws, on behalf of the  
11 members of this Local. The LEC shall pay all operating expenses, have charge of all  
12 property of the Local, and ensure that the books are properly kept.

13 SECTION 3: The Local Executive Council (LEC) shall be the final say as to the disposition of a  
14 grievance when a dispute arises within the guidelines of the National Constitution Article  
15 XXIII, Section 10.

16 If a grievance cannot be resolved by the Airline Representative and is being considered  
17 for arbitration, it shall be presented by him to the chairman of the Local Grievance  
18 Committee. The Local Grievance Committee shall consist of the Local Executive Council  
19 and the Airline Representative presenting the grievance. The chairman of the Committee  
20 shall be the Local President. The Committee may also utilize Area or Shop  
21 Representatives, other Airline Representatives, and chosen legal counsel in the course of  
22 their work. Upon receipt of the grievance, the chairman shall convene the Local  
23 Grievance Committee and they shall resolve the grievance by proper procedure.

24 Any grievance that has been voted to be appealed by the Grievance Committee (LEC),  
25 can only be withdrawn by the person who filed the grievance and/or the LEC after  
26 advisement of legal council.

27 SECTION 4: Two-thirds (2/3) of the members of the Local Executive Council (LEC) shall constitute a  
28 quorum. This Council shall meet not less than once each month and shall act as  
29 governing board for the Local between meetings. The monthly Local Executive Council  
30 (LEC) meetings will be chaired by the President or the Vice President.

31 SECTION 5: The Officers as described in Section 1 of this Article shall comprise the governing body  
32 of Local 14 and no other positions shall be established without a bylaw change. All  
33 changes in officers by any means shall be immediately forwarded to the National  
34 Secretary.

35 SECTION 6: Any Local Executive Council (LEC) member missing three (3) successive regular  
36 Council meetings, missing two-thirds (2/3) of special called Council meetings, missing a  
37 total of five (5) regular Council meetings in one (1) calendar year, or attending less than  
38 fifty percent (50%) of regular membership meetings in one (1) calendar year and is not  
39 incapacitated by personal medical reasons, vacation, familial responsibilities, or on  
40 official AMFA business shall have that office considered vacant and said office shall be  
41 filled according to Article IV, Section 10 of these bylaws.



1 SECTION 7: A maximum of two (2) Executive Officer at Large positions may be recommended by the  
2 Local Executive Council (LEC), and approved by a majority of the membership at any  
3 regular monthly business meeting. Upon approval, the offices shall be filled through the  
4 election process as outlined in Article XIX of the National Constitution and these Local  
5 bylaws for staggered elections. These Officers shall assist the LEC and perform other  
6 duties as outlined in these bylaws.

7 SECTION 8: The Local Executive Council (LEC) will make available three (3) additional seats at the  
8 monthly LEC meeting. Three (3) members in good standing may attend the LEC  
9 meeting. These members will conduct themselves in an orderly manner. They shall be  
10 allowed the right to question and discuss all matters opened for debate by the Council.  
11 Such member(s) will not have a vote and will accept the right of the LEC to remove them  
12 from the room for disorderly conduct, or in matters of another member's protection of  
13 privacy.

14 A signup sheet to request to attend the LEC meetings will be available to members in  
15 good standing at the Local office. In the event more than three (3) members request seats,  
16 any member who has attended an LEC meeting will yield to members who have not  
17 attended.



ARTICLE III: DUTIES OF LOCAL OFFICERS AND REPRESENTATIVES

1 for by the report. This report shall also include a correct statement of the number of  
2 members on the books of the Local and shall set forth in detail all additions made and  
3 subtractions from the membership roll, together with a list of members who have been  
4 expelled and persons whose applications have been rejected, with reasons therefore.  
5 Monies collected by the Local Treasurer on behalf of the National as indicated on  
6 monthly reports shall be used for no other purpose and must accompany the report.  
7 Treasurers who receive dues from a member under the jurisdiction of another Local shall  
8 immediately notify the Secretary of such Local, with full particulars as to name, address,  
9 card number, and amount. When a member transfers to another Local, the Treasurer shall  
10 bring his record up-to-date and notify the National Secretary of such transfers. The Local  
11 14 Treasurer shall forward to the National Treasurer a copy of the Local monthly  
12 financial statement presented to the membership at Local meetings. Variations to  
13 Paragraph D of this Section may be approved by the National Treasurer to facilitate  
14 working agreements with AMFA employers.

15 E. **Safety and Standards Chairman** - shall coordinate the duties and functions of all Local  
16 Airline Safety and Standards Coordinators and their committees. He shall be directly  
17 responsible to the membership and shall submit reports to the National Safety and  
18 Standards Director. He shall also periodically provide briefing reports on industrial and  
19 air safety issues to the National Safety and Standards Director. He shall act as liaison  
20 between the Local and government and academic entities. Through Local meetings,  
21 monthly reports, and other means he will keep the members informed of all matters  
22 relating to safety and standards. Local bylaws shall prevail.

23 F. **Executive Officer at Large** - The Executive Officer at Large is an open position. Up to  
24 two Executive Officer at Large positions may be implemented per Article II, Section 7 of  
25 these bylaws. The Executive Officer at Large shall assist the Local Executive Council  
26 and perform other duties for the Local as approved by the Local membership.

27 G. **Airline Representative** - The duties of Airline Representative shall be to thoroughly  
28 familiarize himself with the contract agreement between the airline whose members he  
29 represents and this Association. He shall select, with approval of Local Executive  
30 Council, any Shop Representative or Area Representative positions the members have  
31 not filled by election within his airline. He will be a coordinator for the Area  
32 Representatives and Shop Representatives to the Local Executive Council and provide  
33 the Area Representatives and Shop Representatives with accurate, up-to-date information  
34 on all contract interpretation and grievance matters. He shall be a member of the  
35 Grievance Committee. Attendance at the monthly Airline Representative meeting is  
36 mandatory.

37 Three absences in succession for any reason except while on Association business or for  
38 personal medical reasons shall deem his position vacant. An Airline Representative may  
39 be recalled from office in accordance with the provisions of Article XXI of the AMFA  
40 Constitution upon written request to the Local President by twenty-five percent (25%) of  
41 the members in good standing of the airline with that Local.

42 The Airline Representative will be a member of the contract negotiations committee and  
43 will represent all members of Local 14 in its contract negotiations with the Airline  
44 Representative's respective airline.

45 During contract negotiations, the Airline Representative, of the airline in contract  
46 negotiations will report to the Local Executive Council after each negotiating session.  
47 This reporting will allow the Airline Representative attending negotiations and the LEC  
48 to relay questions and concerns between them. Further, this will aid the LEC in providing  
49 factual and timely information to the membership.

1 H. **Cleaner/Utility Negotiator** - The Cleaner/Utility Negotiator will be a member of the  
2 contract negotiations committee and will represent Local 14 members of the cleaner  
3 classification in contract negotiations with the Cleaner/Utility Negotiator's respective  
4 airline.

5 SECTION 3: The Representatives of the Local for contractual and safety issues shall consist of:

- 6 1. Area Representative
- 7 2. Airline Contract Committees (where utilized)
- 8 3. Local Airline Safety and Standards Coordinator
- 9 4. Shop Representative
- 10 5. Safety and Standards Representative

11 SECTION 4: Duties of Local Representatives

12 A. **Area Representative** - In order to insure proper representation and where Local structure  
13 needs representation expansion, the Local Executive Council, at its discretion, can  
14 propose a Local Bylaw change to implement Area Representatives who shall represent  
15 and serve the out-lying station membership of that Local. Area Representatives shall be  
16 nominated and elected by the respective members of the airline involved in the areas so  
17 designated by the Local Executive Council. Area Representatives shall come under the  
18 jurisdiction of the Local Executive Council and receive instructions and duties from the  
19 Local Airline Representative.

20 Area Representatives shall be elected as outlined in Article XIX of the National  
21 Constitution, and only members of the candidate's airline normally assigned to the area  
22 he will represent shall be eligible to vote. The term of office is two years with no  
23 restrictions as to the number of successive terms. The position of Area Representative  
24 shall not be held by a member of the Local Executive Council.

25 Area Representatives will be utilized for the purpose of handling grievances from their  
26 respective areas and, in coordination with the Airline Representative of their Local, shall  
27 be utilized for contractual interpretations. Area Representatives shall represent the  
28 members of their respective areas to the Airline Representative and the Local Executive  
29 Council. Area Representatives will maintain close contact with the members and Shop  
30 Representatives of the respective areas they serve.

31 Area Representatives will be responsible for compiling contract proposals from their  
32 respective areas and will submit them to the Local Executive Council in ample time for  
33 investigation, coordination, and preparation prior to negotiations as per the National  
34 Constitution and Bylaws. They may be utilized for counsel and communication to the  
35 negotiators. Area Representatives will be kept informed regarding the progress of  
36 negotiations and will keep the Shop Representatives and members of their respective  
37 areas informed of such progress, and may be requested to attend negotiations by the  
38 Local Executive Council. They will receive a copy of the proposed contract prior to  
39 negotiations as well as minutes concerning negotiations and Local meetings.

40 The Airline Representative will communicate as necessary to keep the Area  
41 Representatives updated regarding grievances, negotiations, and contractual  
42 interpretations. Prior to ratification of an amended collective bargaining agreement, the  
43 Airline Representative will call a meeting to familiarize the Area Representatives and the  
44 Shop Representatives with the amended agreement so that these representatives may  
45 assist in addressing questions from the membership.

ARTICLE III: DUTIES OF LOCAL OFFICERS AND REPRESENTATIVES

- 1 B. **Airline Contract Committees (where utilized)** - [Also reference Bylaws Article IX,  
2 Section 1]

3 **ASA CBA** – “The Association will be further represented at each point where a Local  
4 exists by an Airline Contract Committee, consisting of the Airline Representative and  
5 two (2) members elected by the Local membership. This committee will deal with  
6 officials of the Company.”

- 7 C. **Local Airline Safety and Standards Coordinator** – Each member airline of the Local  
8 may, at the discretion of the LEC, or upon submittal of a petition to the Local President  
9 containing signatures of 15% of the members in good standing from that airline, elect a  
10 Local Airline Safety and Standards Coordinator for their airline. He shall report to and  
11 take direction from the Local Safety and Standards Chairman and will coordinate and  
12 assist Industrial Safety and Maintenance Standards Committees, if utilized.

- 13 D. **Shop Representative** - shall report to the Airline Representative monthly in regard to  
14 disciplinary action by the Company. This report shall include the affected employee’s  
15 response to the Shop Representative. That person shall act as the members’ first line of  
16 communication between the shop floor and the Local Executive Council, coordinating  
17 through the Airline Representative. That person shall distribute to the members any  
18 information forwarded to that person from the Local government, and in turn, forward  
19 the concerns of the members to the Local government. The Shop Representatives may be  
20 required to perform the duties of the Safety and Standards Representative.

21 In the event of a shift bid or location change, it is the duty of the Shop Representative to  
22 inform the Airline Representative of said change at the earliest possible time so that a  
23 replacement Shop Representative may be elected or appointed with no undue delay. The  
24 members shall have the right to withdraw their approval of a Shop Representative by  
25 submitting to the Local President a no-confidence petition signed by twenty-five percent  
26 (25%) of the members of that bid location and shift, turned in to the Airline  
27 Representative, which will then start the Shop Representative election process as outlined  
28 in Article IV, Section 4 of these bylaws.

- 29 E. **Safety and Standards Representative** – shall communicate all concerns regarding  
30 workplace and flight safety to the Local Safety and Standards Chairman.

31 SECTION 5: Other Representatives of the Local Shall Consist of:

- 32 A. Auditors (3)—duties described in Article VIII, Section 8.  
33 B. Tellers (minimum of 8)—duties described in Article IV, Section 3 H and Section 9.  
34 C. Legislative Point of Contact (LPoC) - Shall act as a liaison between the Local and the  
35 National officer who has been designated to be responsible for legislative issues. The  
36 LPoC will be appointed by the Local Executive Council in September of even numbered  
37 years, and his term of office will begin at the regular monthly meeting in January. He will  
38 serve a term of two years.  
39 D. Convention Delegate - As outlined in Articles XII and XIX of the National Constitution.  
40 E. Professional Standards Committee - The purpose of the Professional Standards  
41 Committee (PSC) is outlined in Article 1 of the AMFA Professional Standards  
42 Committee Handbook.

43 In accordance with Section 2 of the AMFA Professional Standards Committee  
44 Handbook, the Local President or Safety and Standards Chairman will select the PSC  
45 Chairman, with concurrence of the LEC. The PSC Chairman will be appointed in

ARTICLE III: DUTIES OF LOCAL OFFICERS AND REPRESENTATIVES

1 September of odd numbered years, and his term of office will begin at the regular  
2 monthly meeting in January. The PSC Chairman will serve a term of two years.

3 In accordance with Article 2 of the AMFA Professional Standards Committee Handbook,  
4 the PSC Chairman will choose Association members to serve on the PSC. The PSC  
5 Chairman will choose the number of Committee Members he sees fit, but this number  
6 must be approved by the Local Executive Council. The PSC Members will serve terms of  
7 one year.

8 In accordance with Article 2 of the AMFA Professional Standards Committee Handbook,  
9 the structure of the PSC will be as follows: the Local PSC Chairman will report to the  
10 Local Safety and Standards Chairman.

11 F. Contract Proposal Committee – Shall be formed prior to the expiration of the collective  
12 bargaining agreement (CBA). Committee members will compile submitted proposals and  
13 present them to the membership within the guidelines of Article XXIII of the AMFA  
14 Constitution.

15 G. Other Committee Members [i.e. Bylaws Committee, Safety Committee, Member  
16 Services Committee (if established), Communication Committee (if established),  
17 etc... ]—see Article IX.

18 SECTION 6: Any Local officer missing three (3) successive regular membership meetings or attending  
19 less than fifty percent (50%) of regular membership meetings in one (1) calendar year  
20 and is not incapacitated by personal medical reasons, familial responsibilities, vacation,  
21 or on official AMFA business shall have that office considered vacant and said office  
22 shall be filled according to Article IV, Section 10 of these Bylaws. Officers living and  
23 working more than fifty (50) miles from a Local office or meeting place will be  
24 considered in attendance of LEC meetings by use of telephone or computer during the  
25 meeting.



ARTICLE IV: ELECTION OF LOCAL OFFICERS AND REPRESENTATIVES

- 1 C) Airline Representative. Qualifications for this position shall be a member in good  
2 standing, free from delinquency of any nature to the Local or National Association,  
3 who has attended fifty percent (50%) of all regularly scheduled membership meetings  
4 held during the two years preceding nomination. Meetings that a member is unable to  
5 attend because of verified illness, death in the immediate family, vacation, official  
6 Association business, jury duty, service in the armed forces of the United States, or  
7 because they reside and work beyond a fifty mile radius of where the meeting is held  
8 will not be counted in determining such member's eligibility under this section.

9 SECTION 3: Local Nomination Notification

- 10 A) Notice of nominations, stating the time, place, and positions available for  
11 nominations will be posted at least seven days prior to nominations in order for all  
12 members in good standing to have the opportunity to participate fully.
- 13 B) Not less than fifteen days prior to the time when the elections specified in this section  
14 are to be held, notice of time, place, and positions shall be mailed to each member at  
15 his last known home address. Notification of nominations and elections, stating time,  
16 place, and positions, may be contained on the same notification.
- 17 C) No later than the first meeting in December, each Local shall have completed its  
18 initial officers election by secret ballot vote of its members in good standing,  
19 following the procedure required for such voting as set forth in Article VII, Section 5  
20 of the AMFA Constitution. No member shall be entitled to hold more than one office  
21 at a time.
- 22 D) Members who reside more than twenty-five miles from designated balloting place,  
23 members who are ill and confined under orders of a physician, and members  
24 temporarily away from the city or town in which the election is to take place may be  
25 furnished absentee ballots as set forth in paragraph (E) below. The execution and  
26 return of absentee ballots must conform to the provisions as set forth in paragraph (F)  
27 below.
- 28 E) A request for an absentee ballot must be written and mailed or delivered to the Local  
29 Secretary not later than fifteen days prior to the election.
- 30 F) Ballots cast for candidates not nominated in conformity with Local bylaws (write-in)  
31 shall not be tabulated.
- 32 G) Balloting shall take place in the Local facility where regular Local meetings are held,  
33 except in those Locals where circumstances require other arrangements. The Local,  
34 through its bylaws, may utilize other methods providing they are in conformance  
35 with the LMRDA.
- 36 H) When the election takes place at a polling place or via mail, the Local shall utilize at  
37 least three election tellers to assist in conducting the election in a fair and impartial  
38 manner. Each candidate for office shall be entitled upon request to have an observer  
39 present at the preparation and mailing of the ballots. More than one observer may be  
40 appointed if necessary to effectively observe the counting of the ballots.
- 41 I) A member shall be considered elected if he received the highest number of votes cast  
42 by members in good standing. The Local Secretary shall preserve for one year the  
43 ballots and all other records pertaining to the election.
- 44 J) The term of office for all Local officers shall be not less than one year nor more than  
45 two years as outlined by Local bylaws.



ARTICLE IV: ELECTION OF LOCAL OFFICERS AND REPRESENTATIVES

- 1 K) The installation of officers shall take place at the first meeting in January. The  
2 ceremony of installation shall be conducted by an officer of the Association.
- 3 L) Vacancies occurring in Local office due to death, resignation, or other causes shall be  
4 filled for the unexpired term in such form or manner as is prescribed by the Local and  
5 set forth in its Local bylaws.

6 SECTION 4: Qualifications for Delegates

7 All delegates to the National Convention shall:

- 8 A) Be members in good standing free from all assessments, fees, and fines to both the  
9 National Association and Local.
- 10 B) Be an active or active associate member in the Local of election for a period of one  
11 year prior to the opening date of the convention (this qualification does not apply to  
12 Locals chartered less than one year).
- 13 C) Have attended fifty percent (50%) of all regular Local membership meetings held  
14 during the one year preceding nomination. Meetings that a member is unable to  
15 attend because of verified illness, death in the immediate family, vacation, official  
16 Association business, working hours, jury duty, service in the armed forces of the  
17 United States, or because they reside and work beyond a fifty mile radius of where  
18 the meeting is held will not be counted as meetings held in determining such  
19 member's eligibility under this section.
- 20 D) A National officer or member of the National Executive Council shall not be entitled  
21 to serve as a delegate to a convention.

22 SECTION 5: Delegate Election

- 23 A) Upon notification of a National Convention by the National Secretary, each Local  
24 shall elect convention delegates and alternate delegates for a two (2) year term.
- 25 B) Such elections shall take place within (90) days of notification.
- 26 C) Election of National Convention delegates shall be by secret ballot of the members in  
27 good standing. This election shall be conducted as described In Section 2 of this article.
- 28 D) When the results of elections are known, the Local Secretary shall forward a  
29 complete list of delegates and alternate delegates to the National Secretary.

30 SECTION 6: Election Protest

31 Any member in good standing may protest the election of any officer or delegate by filing  
32 in writing a notice of his protest specifying the reasons therefore, each element of which  
33 must be separately stated, with the National Director within ten days of the announcement  
34 of the election results. The National Executive Council, excluding any member whose  
35 election is being protested, shall decide by majority vote on the validity of any protest. If  
36 the National Executive Council decides the protest is valid, a new election will be held for  
37 the position protested. If the National Executive Council decides the protest is not valid,  
38 the election shall be upheld. Pending a decision of the National Executive Council, the  
39 incumbent shall retain the office protested. The decision of the National Executive Council  
40 shall be final and binding. For protests other than officers or delegates, the protest shall be  
41 filed and handled by the respective Local Executive Council.

ARTICLE IV: ELECTION OF LOCAL OFFICERS AND REPRESENTATIVES

1 SECTION 7: Officer Oath

2 This oath is to be administered to new officers/ representatives upon their installation into  
3 an elected position of this Association. This oath must be administered at the first  
4 meeting in January by an officer of the Association or as prescribed by Local bylaws, in  
5 order to be binding on all parties concerned.

6 I PLEDGE ON MY HONOR TO ABIDE BY THE CONSTITUTION OF THE  
7 AIRCRAFT MECHANICS FRATERNAL ASSOCIATION AND THE RULES AND  
8 BYLAWS OF LOCAL 14 TO DISCHARGE ALL MY COMMITMENTS, DUTIES,  
9 AND OBLIGATIONS TO MY UNION, FELLOW WORKERS, AND EMPLOYER  
10 FAITHFULLY; AND TO CONDUCT MYSELF AT ALL TIMES AS BECOMES A  
11 MEMBER OF THIS, A PROFESSIONAL SKILLED ASSOCIATION.

12 SECTION 8: The Shop Representative election process is as follows: Shop Representatives shall be  
13 elected by the shift/crew they work with to a one (1) year term. The Airline  
14 Representative or his designee shall be in charge of the vote. A vote being held by a  
15 designee of the Airline Representative will report the results of the Shop Representative  
16 vote to the Airline Representative within 24 hours of the vote.

17 The winner of the election shall immediately begin to represent his/her crew and will be  
18 sworn in at the next monthly Local union meeting. If only one person is running for an  
19 open Shop Representative position, he will be appointed to the position by the Airline  
20 Representative with the approval of the LEC.

21 SECTION 9: A minimum list of eight (8) election tellers will be maintained at all times and posted at  
22 the union office. Election tellers are to assist in conducting elections in a fair and  
23 impartial manner. Each teller shall be a member in good standing and be approved by the  
24 President per Article 3, Section 2 (A) of these bylaws.

25 SECTION 10: Vacancies occurring in Local offices, Executive Council, and/or Committees due to  
26 death, resignation, or other causes shall be filled temporarily for the time it takes to  
27 complete the vacancy replacement process as described in Paragraph B and C below.

28 A) The Local Executive Council may select a qualified member as long as no objection  
29 to the temporary selection comes from the membership during the next regular  
30 membership meeting. If an objection is raised to the selection, the LEC will seek  
31 approval with a simple majority vote of the membership at the meeting.

32 A vacancy occurring in the President's position due to death, resignation, or other  
33 cause shall be automatically filled by the Vice President for the duration of the term  
34 of office, as per Article III, Section 2, Paragraph B of these bylaws.

35 B) All elected position vacancies over 180 days will be filled through an election  
36 process with a vote of the affected members. The length of the term will be the  
37 remainder of the original term, or until the originally elected member returns.  
38 Vacancies of one hundred-eighty (180) days or less shall be filled by appointment for  
39 the remainder of the term by the Local Executive Council with the approval by a  
40 simple majority of the members in attendance at the next regular membership  
41 meeting.

ARTICLE IV: ELECTION OF LOCAL OFFICERS AND REPRESENTATIVES

- 1 C) All open Committee(s) positions shall be posted on all Local 14 bulletin boards and  
2 electronic media of the airline establishing the committee(s) at least two (2) weeks  
3 prior to the next regular monthly business meeting for that airline. At that meeting the  
4 Local President shall appoint interested members (per the National Constitution,  
5 Article XVIII, Section 2A) to fill the committee(s), for a term of one (1) year, with  
6 subsequent majority approval by members present at said meeting.

1 **ARTICLE V: MEETINGS**

2 SECTION 1: This Local shall hold no less than one membership meeting bi-monthly. The LEC will  
3 preside over all meetings. On the meeting day there will be three (3) meeting times to  
4 cover all shifts. The meeting times will be determined by a simple majority of the  
5 members in attendance. If any one (1) shift meeting fails to garner enough members to  
6 constitute a quorum for two consecutive meetings, the LEC may suspend that particular  
7 shift meeting until enough interest is shown to warrant the reestablishment of that  
8 particular meeting.

9 Ancillary stations may be represented at monthly membership meetings through the use  
10 of telephone, computer, or other technology that will allow a real-time discussion and  
11 exchange of information between attendees at all stations.

12 The order of business for each Local meeting shall be as follows:

- 13 1. Pledge to the Flag
- 14 2. Roll call of officers and identification of nonmembers
- 15 3. Reading of minutes and correspondence
- 16 4. Applications for membership and withdrawals
- 17 5. Report of the Treasurer
- 18 6. Report of the President
- 19 7. Report of committees
- 20 8. Unfinished business
- 21 9. New business
- 22 10. Adjournment

23 SECTION 2: Special meetings may be called by the President with approval of the Local Executive  
24 Council, or by written request of fifteen percent (15%) of the membership. In Locals  
25 having fewer than 150 members, no fewer than ten members shall be able to request such  
26 meeting.

27 SECTION 3: Whenever the membership has met the numerical requirements of the Constitution for a  
28 special meeting and has presented the petition to the President, he shall take immediate  
29 action to notify the membership of the meeting. The meeting shall start no earlier than  
30 twenty-four hours after the notification has been given and no later than seven calendar  
31 days after the President has received the petition. Such notice shall be posted on all  
32 Association bulletin boards, or by other means that will be effective. The notice of such  
33 meeting shall contain the purpose for such meeting. Discussion and action at that meeting  
34 shall be confined to the subject for which the meeting was called.

35 SECTION 4: The number of members present at each meeting to constitute a quorum will be in  
36 accordance with the Article XVII, Section 5 of the National Constitution.

37 SECTION 5: During meetings where a show of hands vote is taken, the yea and nay votes concerning  
38 that vote's issue from all meetings convened for the month will be tabulated, and that  
39 total will be used to determine the outcome.

1 SECTION 6: Allowance shall be made for any motions to be presented in writing (via email, regular  
2 mail, or fax) to the Local Secretary prior to the monthly business meeting. All written  
3 motions shall be due from the membership one (1) week prior to the scheduled monthly  
4 business meeting date. The meeting agenda will then be posted at least seventy-two (72)  
5 hours prior to the scheduled monthly business meeting time. Such procedure shall enable  
6 the presentation of all such motions to the membership in attendance at the monthly  
7 business meeting.

8 SECTION 7: Parliamentary law and rules shall govern the conduct of all meetings at all times as so  
9 stipulated in the National Constitution ("Robert's Rules of Order", newly revised).

10 SECTION 8: All meetings of the Local including regular monthly meetings, special called meetings,  
11 Executive Council meetings, and any other formally called meeting of the membership  
12 and/or officers of the Local shall be considered a closed confidential meeting as provided  
13 under Article XVII, Section 5F of the National Constitution unless otherwise stated in the  
14 formal call of the meeting, and no reproduction of the proceedings of the meeting except  
15 the official recording of the minutes by the recording Secretary or his appointee shall be  
16 allowed. Any member in good standing may examine the official minutes of any prior  
17 meeting at the Local office by appointment with the Secretary.

18 SECTION 9: Smoking shall be prohibited at all meetings, except in designated smoking areas. Cell  
19 phones shall be turned off or set to silent during all Association meetings.

1 **ARTICLE VI: MEMBERSHIP AND DUES**

2 SECTION 1: Local dues shall be in accordance with the National Constitution for each member of a  
3 certified airline.

4 All members of an airline represented by AMFA shall pay a one hundred dollar  
5 (\$100.00) initiation fee upon application for membership in the union.

6 Newly hired employees do not have to pay dues as long as they are on probationary status  
7 as defined by their applicable labor agreement.

8 In the event a member resigns, retires, is furloughed, or is taking a position not  
9 represented by this Association, he may request an honorary withdrawal card from the  
10 Association. Request for such a card shall then be presented to the membership for their  
11 approval. Any member issued a withdrawal card by the Association shall be entitled to  
12 return to the membership of the Association with a reinstatement fee of twenty-five  
13 dollars (\$25.00).

14 Any member transferring from any other AMFA Local will not be required to pay any  
15 initiation or reinstatement fees.

16 SECTION 2: Each member shall keep the Secretary informed of his correct address and telephone  
17 number.

18 SECTION 3: Any member having knowledge of a job opening in the industry shall notify the Secretary  
19 of the Local in order to enable him to assist in the placement of any unemployed  
20 members.

21 SECTION 4: Any member who is holding a position as a full-time officer of the Local or National  
22 AMFA organization shall be required to pay union dues and assessments during their  
23 tenure in office.

24 SECTION 5: A member who is fined and placed in bad standing cannot be placed back in good  
25 standing until the fine is paid, or until reasonable restitution is made and approved by a  
26 majority of the membership in attendance at a regular meeting.

27 SECTION 6: Member in Good Standing – shall mean any person who has fulfilled the requirements of  
28 membership and who has not voluntarily withdrawn from membership, and has not been  
29 expelled or suspended in accordance with the Constitution and Bylaws. If dues are by  
30 check-off system under a collective bargaining agreement pursuant to his voluntary  
31 authorization and said dues become in arrears, it shall not be cause to remove a member  
32 from good standing, unless said dues are for a period in which they are not subject to  
33 check-off (i.e., strike, etc.). With respect to the enforcement of union security provisions  
34 as referenced in a collective bargaining agreement, member or membership in good  
35 standing shall mean any person who is no more than two months overdue (arrears,  
36 delinquent, etc.) in the payment of dues, fees, and/or assessments in accordance with the  
37 definitions in Appendix I of the National Constitution.

1 Member in Bad Standing – shall mean any person whose dues are in arrears, as defined in  
2 the National Constitution. A member in bad standing shall also mean (1) anyone who has  
3 fines or assessments that have not been paid in full by the date established for payment of  
4 same or (2) anyone who has been placed in bad standing pursuant to a disciplinary action  
5 authorized by the National Constitution. A member in bad standing shall not enjoy the  
6 rights of membership in the Association until membership in good standing has been  
7 restored. A member shall be restored to good standing only when all dues in arrears,  
8 fines, fees, and assessments have been paid in full and all other requirements established  
9 by the National Constitution for membership in good standing have been satisfied. Such  
10 other requirements shall include, but not be limited to, payment of the reinstatement fee  
11 established by the member’s Local Executive Council or, where the Local has not  
12 established such fee, payment of a reinstatement fee of \$250, which will be retained by  
13 the Local in which it is collected.

1

**ARTICLE VII: SALARIES**

2 SECTION 1: When any member of the Local is elected or appointed to serve on a full-time basis, that  
3 person's salary shall consist of pay equal to that person's regular hourly rate of pay  
4 including any shift differential and/or license premiums. In addition, that same person  
5 will also receive all holidays, including floating holidays he would be entitled to under  
6 his current bargaining agreement.



1 **ARTICLE VIII: LOCAL FINANCES**

2 SECTION 1: The Local Executive Council shall have full control of all assets and monies of the Local,  
3 including coverage of expenses outside of the annual budget up to a maximum of 2,000  
4 dollars per month. The membership shall approve, by a simple majority vote of the  
5 members in attendance at the regular monthly membership meeting, all sales and  
6 purchases in excess of 2,000 dollars per event.

7 SECTION 2: The Local Treasurer shall deposit all funds received in such bank or depository as  
8 approved by the Local Executive Council. All checks, drafts, or orders for withdrawal or  
9 transfer of such monies shall be signed by the Local Treasurer and countersigned by the  
10 Local President, or the Vice President in case of the President’s absence.

11 SECTION 3: A per capital tax on all active members will be levied per the National Constitution,  
12 Article IV, Section 1.

13 SECTION 4: The Local Treasurer shall submit a list of members with the appropriate monies due to  
14 the National Treasurer on or before the tenth (10th) of each month, reference Article  
15 XIV, Section 6 of the National Constitution.

16 SECTION 5: In accordance with Article XX, Section 5 of the National Constitution, a financial  
17 statement shall be issued by the Local Treasurer monthly and shall be made available to  
18 the membership at the regularly scheduled meetings for their approval. This financial  
19 statement shall contain the following:

- 20 • Savings and checking account bank balances
- 21 • Officers salaries paid
- 22 • Officers expenses paid
- 23 • Committee expenses, including lost time
- 24 • Welfare fund balances and expenditures
- 25 • Emergency fund balances and expenditures
- 26 • Local operating expenses such as telephone, electric, rent, office machinery, etc.
- 27 • All other fund balances and expenditures

28 A motion by other than delinquent members may be put to a vote by the membership at a  
29 Local meeting to determine if a referendum shall be held which will rule on a demand for  
30 an interim report on Local financial status.

31 SECTION 6: No other fees or assessments shall be levied without approval by a secret ballot of the  
32 majority of the membership in good standing voting. Such monies shall only be used for  
33 the purpose as stated on the ballot. The Local shall not be permitted to charge any dues,  
34 fees, assessments, or fines in excess of the limits as set forth in the National Constitution,  
35 Article IV, Section 6 and Article XX, Section 6.

1 SECTION 7: Expenses incurred by an officer, representative, or member while on Local Association  
2 business as authorized by the Local President or the Local Executive Council shall be  
3 advanced or reimbursed by the Local Treasurer. Allowable expenses shall include  
4 transportation and any pay for work actually lost, computed in accordance with the  
5 applicable CBA. Expenses for meals shall be in accordance with the applicable city chart  
6 as published by the IRS for that year, plus single occupancy lodging.

7 Expense reports shall be submitted to the Local Treasurer by the first (1st) of every  
8 month.

9 All expense reports shall be approved by two (2) council members, neither of whom  
10 submitted the report, before being reimbursed by the Local.

11 SECTION 8: A total of three auditors shall be elected in the month of December for a term of one year.  
12 They shall examine the books each January and July for the preceding six months, and a  
13 copy of their findings shall be sent to the National Treasurer within thirty days after  
14 completing their audit. Their findings will be reported to the membership at the next  
15 regular business meeting. The National Treasurer's findings, along with any  
16 recommendations, will be read at the next regularly scheduled monthly meeting after they  
17 are received.

18 If there are no nominees for the auditor election, or less than the required three, the LEC  
19 may post a sign up list and appoint any volunteers to an audit committee which will  
20 perform the duties described above.

21 SECTION 9: Any motion to spend more than \$2000.00 (reference Article VIII, Section 1 of these  
22 bylaws), must be posted at least seven days prior to the meeting where the motion will  
23 come to the floor for consideration.

1 **ARTICLE IX: COMMITTEES**

2 **SECTION 1: Local Airline Contract Committee:**

3 At an airline that utilizes an Airline Contract Committee, the purpose of the Committee is  
4 to contractually represent the members of the Local that are employed by its respective  
5 airline.

6 The duties of the Local Airline Contract Committee members will be to thoroughly  
7 familiarize themselves with the contract agreement between their respective airline and  
8 this Association, deal with company officials of the respective airline, processing of  
9 grievances and complaints, be present and participate in grievance and/or complaint  
10 hearings, and attend any other meetings at the request of his Airline Representative. The  
11 Local Airline Contract Committee will report to the Local Airline Representative of its  
12 respective airline.

13 The structure of Local Airline Contract Committee shall be defined in that respective  
14 airline’s Collective Bargaining Agreement.

15 A Local Airline Contract Committee member may be recalled from said position in  
16 accordance with provisions of Article XXI of the National Constitution.

17 Current Local 14 Member Airlines Utilizing an Airline Contract Committee:

18 Alaska Airlines: Alaska Airlines’ Contract Committee shall be comprised of the  
19 Airline Representative and two members, to be elected in accordance with Article IV,  
20 Section 1 of these bylaws. The Airline Representative shall chair the Airline Contract  
21 Committee.

22 In the temporary absence of an Airline Contract Committee Representative due to  
23 Contract requirements, National Conventions, vacations, personal reasons, or other  
24 Association events, the Airline Contract Committee Chairman with concurrence of the  
25 Local Executive Council will select a Shop Representative to fill the position temporarily  
26 until the Airline Contract Committee Representative returns. In the event that the absence  
27 exceeds 180 days, the position then will be filled per Article IV, Section 10 of these  
28 bylaws. Vacancies of one hundred-eighty (180) days or less shall be filled by  
29 appointment for the remainder of the term by the Local Executive Council with the  
30 approval by a simple majority of the members in attendance at the next regular  
31 membership meeting.

32 In the absence of an Airline Representative due to Contract negotiation requirements,  
33 National Conventions, vacations, personal reasons, or other Association events, the  
34 Airline Representative with the concurrence of the LEC will appoint an interim Airline  
35 Contract Committee Chairman to temporarily fill the position until the Airline  
36 Representative returns.

37 **SECTION 2: Bylaws Committee**

38 The Local Bylaws Committee will consist of a minimum of five (5) and a maximum of  
39 seven (7) members.

40 Nominations will be called for in the month of September of even numbered years.

41 If the number of nominees exceeds the maximum number of committee members  
42 allowed, an election will be held to fill the positions per Article IV, Sections 1 and 2 of  
43 these bylaws.

1 If the number of nominees falls within the minimum and maximum number of committee  
2 members allowed, all nominees will serve on the committee.

3 If there are fewer nominees than the minimum number of committee members allowed,  
4 the LEC shall appoint as many members as required to meet the minimum.

5 The term shall be two (2) years.

6 SECTION 3: Member Services Committee

7 A Member Services Committee may be established and maintained to provide members  
8 of Local 14 assistance when necessary and practical during times of financial or personal  
9 need.

10 The Member Services Committee shall consist of up to three (3) members and be  
11 responsible to the LEC. The Chairman shall report as requested by the LEC as to the  
12 current activities of the committee.

13 The Member Services Committee shall be responsible for drafting Local assistance  
14 guidelines, subject to the approval of the LEC, evaluating member applications under  
15 those guidelines, and presenting a recommendation for funding to the LEC for approval.

16 Committee members shall be appointed for a term of two (2) years on a staggered basis  
17 as outlined in these bylaws.

18 SECTION 4: The Local Executive Council may establish a Communication Committee Chairperson(s).

19 There may be one Chairperson for each airline represented by Local 14. The  
20 Communication Committee Chairperson(s) will report to the Local Executive Council.  
21 The Communication Chairperson of each airline represented by Local 14 shall be  
22 responsible for the Communication Committee for their airline and the information it  
23 disperses per the LEC. Communication Committee Chairpersons from each airline  
24 represented by Local 14 shall be in contact with all other Communication Committee  
25 Chairpersons from all airlines represented by Local 14 so that all Local 14 issues may be  
26 addressed through all mediums used by Local 14.

27 SECTION 5: The Local Webmaster(s) shall be considered part of the Communication Committee of

28 their airline. The Webmaster(s) shall report to the Communication Committee  
29 Chairperson of their airline, if one is so established by the Local Executive Council. A  
30 majority of the Local Executive Council must approve all of the information posted on  
31 the Local 14 Web site unless it is an official document from AMFA National.

32 SECTION 6: Any member of a Local Committee missing three (3) successive regular Committee

33 meetings, missing a total of five (5) regular Committee meetings in one (1) calendar year,  
34 missing two thirds (2/3) of specially called Committee meetings, or attending less than  
35 fifty percent (50%) of regular membership meetings, and is not incapacitated by personal  
36 medical reasons, familial reasons, vacation, or on official AMFA business, or because  
37 they reside and work beyond a fifty (50) mile radius of where the meeting is held, shall  
38 have that position on that Committee considered vacant and said position shall be filled  
39 according to Article IV, Section 10, of these bylaws.

1 **ARTICLE X: GENERAL**

2 SECTION 1: It is understood wherever in these bylaws a position or member is referenced in the  
3 masculine or feminine gender, it will be recognized as referring to both male and female  
4 employees.

5 SECTION 2: No Local bylaw or amendment to a Local bylaw shall be adopted that will in any way  
6 conflict with, or run contrary to, the provisions of the National Constitution or will deny  
7 any member his individual rights as set forth in Article XXV, Section 1 of the National  
8 Constitution which reads as follows:

9 *“No amendment to this Constitution or to any Local bylaws shall be proposed or adopted*  
10 *that would affect any members in good standing by infringing upon their rights and*  
11 *powers or taking away their right to:*

- 12 • *Hold office*
- 13 • *Select and elect all officers, both National and Local*
- 14 • *Select and elect all convention delegates*
- 15 • *Recall any officers*
- 16 • *Approve and ratify all contracts and letters of agreement*
- 17 • *Approve all AMFA strikes and other AMFA recognized unions' legal picket lines*  
18 *(sympathy strike)*
- 19 • *Propose and submit changes to this Constitution or any Local bylaws”*

20 SECTION 3: Fiscal year shall commence on the first (1st) day of January and expire on the thirty-first  
21 (31st) day of December of the same year.

22 SECTION 4: In the event of a death in the family, the following persons may receive flowers, or  
23 memorial donations: AMFA members and retirees or each member of his/her immediate  
24 family, which is defined as follows – wife or husband, daughter, son, stepchildren,  
25 mother, father, brother, sister, grandparents, mother-in-law, father-in-law, foster parents,  
26 brother-in-law, sister-in-law and grandchild.

27 SECTION 5: A complete copy of any Tentative Agreement will be made available to each member in  
28 good standing of the airline in negotiations at least two (2) weeks prior to any vote on the  
29 Tentative Agreement and before the contents of the Tentative Agreement are given out to  
30 any non-member.

31 SECTION 6: All Local 14 books and calendars will be printed by a recognized union print shop.

1 **ARTICLE XI: AMENDMENTS**

2 SECTION 1: These bylaws become effective upon approval by the Local membership and the National  
3 Executive Council; however, no bylaw change proposal shall be submitted for  
4 membership action until screened by the Bylaw Committee for conformity to applicable  
5 laws and the National Constitution of this Association, for insertion under the appropriate  
6 Article, and for the proper wording thereof. Screening of bylaws proposals shall be  
7 restricted to judging conformity to Article X, Section 2 of these bylaws.

8 Between regular bylaw renewal/amendment meetings, a bylaw may be amended as  
9 follows:

10 A petition containing a motion for a bylaw amendment must be submitted to the  
11 President of the Local. This petition will contain signatures from two-thirds (2/3) of  
12 the entire membership of the Local. The LEC will then direct the Bylaws Committee  
13 to review all amendments and proceed as outlined in Section 1 of this Article.

14 SECTION 2: Bylaw Committee Process

15 The Bylaws Committee will accept proposed changes to the bylaws for revision in the  
16 month of March of every odd numbered year. The Committee shall rule on all proposed  
17 changes to the bylaws and reject any that are not in conformance with the guidelines  
18 specified in Article XXV of the National Constitution. All proposals shall bear the  
19 Bylaws Committee's recommendations, along with the reasons for such  
20 recommendations, including changes to the bylaws made necessary by a proposal being  
21 adopted.

22 With less than a two-thirds agreement on the recommendation by the entire Committee,  
23 no recommendation shall accompany the proposal.

24 The recommendations of the Committee shall be reviewed by the LEC, which may return  
25 to the Committee any items of concern for further study, after which the proposal packet  
26 shall be submitted to the membership for ratification by mail out or electronic means in a  
27 timely manner. Upon tallying and compilation of the ballot results, the Local President  
28 shall submit all proposals to the NEC for approval per Article XVII, Section 2 (A) of the  
29 National Constitution.

30 SECTION 3: The Constitution of the Aircraft Mechanics Fraternal Association is hereby made a part  
31 of these Bylaws. Where there is any doubt about any Section or part of these bylaws, or  
32 where such bylaw or part of the bylaws appears to be in conflict with the Aircraft  
33 Mechanics Fraternal Association's Constitution, then the Aircraft Mechanics Fraternal  
34 Association Constitution shall control and be the law.

35 SECTION 4: The Local Bylaws Committee will review the Local bylaws after a National Convention  
36 to be sure that these bylaws remain in compliance with any amendments to the National  
37 Constitution and to make amendments to those parts that may be in conflict with the  
38 Constitution.

1 I certify that these bylaws of Local 14 of the Aircraft Mechanics Fraternal Association were duly  
2 presented to and subsequently ratified by a majority vote of the members in good standing of the Local on  
3 December 4th, 2013; per Article XI, Section 4 of these Bylaws, these Bylaws were updated to reflect the  
4 current version of the National Constitution in December 2013.



5 Timothy Cullen,  
6 President, AMFA Local 14

7 Accepted July 9, 1998 As approved by the National Director  
8 Amended August 19, 1998 As approved by the National Director  
9 Amended January 3, 2000 As approved by the National Director  
10 Amended July 3, 2003 As approved by the National Director  
11 Updated November 30, 2009 As approved by the National Director  
12 Amended February 5, 2014 As approved by the National Director



13 Louie Key  
14 AMFA National Director